

The Commodore

Volume 6, Number 11

Crane. Indiana

November 1997

Records fall in this year's Commodore Run

It didn't rain or snow, yet the runners still came! On this past November 8, the cool, crisp, bright sunny day was considerably more conducive to Crane Division's Commodore Run than the snow blitzes of the past two years. Suzi Inman, the FEW volunteer coordinator said, "The runners were really excited that it wasn't snowing." The day was about as beautiful as anyone could have hoped for, topped off with a wide array of fall colors in the trees along the race course.

Records in both performance and participation fell during this year's Commodore Run 1/2 Marathon and 5K race. Rob Kirby from Newburgh, Indiana, and a former standout runner at the University of Southern Indiana (USI), smashed his previous half marathon mark of 1:09.40 with a tremendous time of 1:07.22. He averaged just over five minutes per mile for 13.1 miles.

In the 5K race, Evansville's Sam Terrell won the men's overall trophy with a time of 16:37. Freelandville's Barb Pirtle (a Crane employee) defended her title in the women's category with a time of 20:02.

In the half-marathon team competition, teams consisted of five runners. Aigner Construction was first with an overall time of 6:47.41. The runner-up was the Victory AC team of Louisville, 7:07.22, and the Harrison Harriers of Palmyra took third place with a time of 7:16.19.

The top three finishers in the Crane employee category of the 1/2 Marathon were Larry Hammersley, 1:34.57; Kelly Siffin, 1:35.33; and Tony Earl, 1:36.58. In the 5K race,



Crane's team entry for the Commodore Run was a group that called themselves "Grumpy Old Men." (L to r) Don Davis, J. D. Martin, Roger Brett, Charles Goedde, and Kelly Siffin.

the top three Crane employee finishers were CDR Lance Jasitt, 18:51; Barb Pirtle, 20:02; and Steve Jackson, 22:08.

A key race organizer, Bob Lee said, "The reason behind the growing popularity of this race is the number and enthusiasm of the volunteers at the registration area, along the course, at the water stops, and at the finish line area." Sue Webster, one FEW volunteer, said "The volunteers were there early and ready and anxious to assist the runners." These volunteers come from organizations such as the Federally Employed Women (FEW) and the Society of Logistical Engineers (SOLE). Bob Lee said, "I have received many letters and e-mails commenting on the help, enthusiasm,

and courtesy displayed by these folks, and this is what makes the athletes want to come back."

The other key race organizer, Lieutenant Jeffrey Schafer, Fleet Liaison Officer, said they are considering some changes for next year such as changing the 5K course to start in front of Building 1, adding a 5K team competition, and including a 5K walk.

Bob Lee and LT Schafer would like to thank all the volunteers who helped make the Commodore Run such a success. They would also like to thank MWR employees Dan Fitzgerald, Terry York, and Stephen Taylor for MWR's support in funding the race.

In 1994, the Commodore Run had 85 runners, and now, to the credit of the organizers and volunteers, it has grown to a record number of 236 runners, making this year's race the biggest in its 12 year history.

A big THANK YOU goes out to Bob Lee and LT Schafer for the hours upon hours of tireless effort they put into planning and preparing for this event.



Commander's Corner:

"Sailing into harm's way"

At the end of November we held a highly successful "Off-Site" meeting in Bloomington to discuss the future and what it might hold for Crane. We exposed all of our managers (there were about 300 of us altogether) to outside viewpoints from industry, NAVSEA, OSD, and Congress. Each of our invited guests, including Congressman Hostettler, was able to give us their views on the challenges that face the Navy, NAVSEA and Crane as we head into the next century....which I keep reminding myself is just a little over 3 years from now!

What did we hear? We heard that the Navy and its support structure will be smaller. You might say there's nothing really new in that message, except we also learned that the Navy will not just be smaller, it also will be transformed into a significantly different organization than it is today. As an example, the role of the Commanders-in-Chief of the U.S. Atlantic and Pacific Fleets (the CINCs) in shaping policy and controlling resources will be much stronger than it is today. The CINCs will be directly in charge of major regional areas (the so called "Fleet Concentration Areas", such as San Diego, CA and Norfolk, VA), they will directly control major portions of the maintenance and repair budgets which have historically flowed through NAVSEA, and they will have a much greater say in the acquisition process. The Navy's reliance on industry will increase while at the same time the role of the Warfare Center Divisions, such as Crane, will change in character and decrease in size. The Navy will have fewer ships in its inventory than it

has had since the 1920s. The Navy, in all probability, will go through another BRAC (Base Realignment and Closure) process to reduce its excess capacity and will continue to focus on those things which are the "must do's" for the Government, the so called core technologies, skills, and processes.

While this view of the future can sound a little scary for those of us at Crane, I think there are real opportunities for us if we can use this information to effectively plan and transform ourselves. The key is for us to be seen by the Fleet as an indispensable part of their future vision.

And there is good news! Crane already is taking the lead in helping the Navy and NAVSEA to understand how to manage components, subsystems, and systems which are based on Commercial Off-The-Shelf technology (COTS). The Navy has moved away from its reliance on Military Standards to reliance on industry, but it does not fully understand the long term consequences of this change. Crane is leading the way in managing this critical process. We are also working closely with the Program Office for the Navy's future surface combatant...the SC-21. In fact, we have 4 Crane people who are currently assigned to their Washington office. In addition, we have Crane representatives who are on one year assignments to each of the CINCs. We also have a number of additional initiatives in such areas as Information Technology, Ordnance Quality Evaluation, and Electronic Warfare.

What is the message in all of this. Crane is not and will not be

standing still. Like the rest of the Navy, we are actively transforming ourselves. We are learning how to develop closer ties with the Fleet, we are moving into new business areas, and we are moving people into new skill areas and are getting ready to hire our future.

I will close this article on the subject of hiring. Crane's workforce is second to none, but it's quickly reaching the age of retirement eligibility. Almost 30% of our force will be eligible for retirement within the next 5 years. In 10 years, almost half. We must be able to pass on the skills and legacy which you have worked so hard to create. We need to hire young people who can learn from you and we need to hire young people who can teach all of us about the direction technology is taking the world and what is truly possible. We are committed to hiring, to educating, and to training. It is key to our future.

For my last and final note.... the Combined Federal Campaign is heading into its last stage. If you haven't had the opportunity to make a donation, please contact your nearest Key person or any one of the people listed below:

Co-Chairmans:

Navy - Vonda Smith, ext. 4843 Army - Connie Smith, ext. 1853 Union - Marcia Hubler, ext. 5796

Code 00 & 05	Suzi Inman, ext. 1471
Code 06	Dena Lyon, ext. 4327
Code 09	Teresa Camden, ext. 2367
Code 11	Millie Strawn, ext. 3733
Code 40	Pat Frey, ext. 5424
Code 60	Teresa Chastain, ext. 134
Code 70	Lori Keith, ext. 4240
Code 80	EW1 Gannon, ext. 5994
DAPS	Mike Bright, ext. 1465
DECA	Shelley Fuhs, ext. 3297
DRMO	Larry Mullens, ext. 1728
Military	EW1 Will, ext. 1543

16 Show

W. E. SHOTTS CAPT, USN Commander

Personnel Demonstration Project

The Personnel Demonstration Project (hereafter referred to as "Demo") is aimed toward streamlining/simplifying our personnel system. In the last Demo article, we covered a number of the proposed changes in the position classification process. Since the article was published, we have received several additional questions. Thus, the following information is furnished in response to the "new" questions:

Question #1: You confused me when you started talking about bargaining-unit (BU) and non-bargaining unit (NBU) jobs. Does that have anything to do with an employee's FLSA status?

Response: That is a good question. Non-bargaining unit (NBU) positions are those positions which are not covered by a negotiated union agreement. The following are examples of NBU jobs: supervisory/managerial positions; professional positions (jobs where there are positive educational requirements in order to qualify for the positions) such as Engineers, Scientists, Medical Officer, Mathematicians, Operations Research. Computer Scientist, etc.: personnelist positions (excluding purely clerical jobs); and, employees whose temporary appointments are less than one year in duration. Unless an agreement is reached with the unions, only individuals in NBU positions will be eligible for inclusion in Demo.

The Fair Labor Standards Act (FLSA) refers primarily to an employee's eligibility for overtime/ pay entitlements. Specific criteria for FLSA entitlements is contained in 5 CFR, Part 551 - Pay Administration under the Fair Labor Standards Act. The criteria provides guidance regarding whether a person's job is exempt (no entitlement to overtime) or nonexempt. A person's exempt/

non-exempt status under FLSA has nothing to do with their inclusion/ exclusion under Demo.

Question #2: If I'm in a nonbargaining unit job and pay union dues, will I be included/excluded from Demo?

Response: As stated above, inclusion in the Demo will be contingent upon the type of position you occupy. Since your position is not in the bargaining unit, you may be included in the initial Demo conversion.

Question #3: Will non-appropriated fund (NAF) positions be included in Demo?

Response: No, coverage will include only civilian *appropriated* fund positions.

Question #4: Why can't you negotiate the Demo project now with the labor union so Demo conversion can commence at the same time?

Response: Demo will cover five different personnel areas: classification/pay, performance development, incentive pay, reduction in force, and competitive examining/ distinguished scholars' appointments. Within each of these areas, there is broad latitude for the way we effect personnel changes. Although the Steering Committee and their respective Subcommittees have thoroughly studied/researched various alternatives, there is still considerable work to be done before Division policies are finalized.

Question #5: Who will classify jobs under Demo?

Response: As you know, currently the Human Resources Office has responsibility for classifying jobs. Under Demo, it has been proposed that the first-line supervisor will assume this responsibility.

Question #6: What are the major benefits of the revised Classi-

fication System?

Response: Two-page Position Descriptions (PD's) with General Level Descriptors will be used in lieu of lengthy PD's (most averaged 3.5 pages in the past).

- There will be a faster response time in classifying PD's since classification accountability rests with the immediate supervisor
 - HRO is working with 05 in developing a menu-driven system for classifying jobs.
- New "speciality codes" replace "old" competitive level definitions which were not necessarily aligned with our strategic plan
- Pay banding allows greater flexibility in work assignments since pay bands cover two or more grades; allows greater growth opportunities for employees; and, in many cases, allows greater pay opportunities for employees who are at the top of their current grade.
- Simplified job titles under pay banding, e.g., at the ND-4 level (old grades 12 and 13), there are four job titles: Engineer, Scientist, Supervisory Engineer, and Supervisory Scientist.
- In some cases, the revised classification system allows employees greater promotional opportunity since qualifications will require one year at the next lower pay band in lieu of one year at the next lower grade. (Example: A Supervisory Electronics Technician, GS-11, is assigned to Pay Band NT-4 (includes both GS-11s and GS-12s). If a job for NT-5 (GS-13/14 under the new Pay Band) is advertised, he/she may qualify for an NT-5 after one year in pay band NT-4. In the past, he/she would have had to be promoted to a GS-12 before being considered.)

Native American use of natural resources

"Spirit of the Land" has been selected as this year's theme for Native American Indian Heritage Month. Native Americans had a comprehensive knowledge of the natural world as evidenced by their use of materials that were available in the nearby forests, meadows, and rivers. Raw materials used for crafts were also used as sources of food. medicine, or for preparation of food or medicine. Native Americans used the metals and minerals of the earth, the fiber and juice from wild plants, the wood, bark and roots from numerous trees, the fur, hair, quills, feathers, teeth, bones, antlers, fur and animal hides, and literally anything else found in their natural environment. A recent quote by Dark Rain, wife of author James Alexander Thom, reflected the Native Americans' perspective of their surroundings. She said, "When white people look at a forest, all they see are trees; when Native Americans look at a forest, they see Wal-Mart."

Since Native Americans felt a great kinship with Mother Earth, they were careful with anything they took since the environment was their livelihood. Following is a list of plants that Native Americans used for food, medicine, technological, and ceremonial uses. Many of the plants listed are safe for food or medicine in small doses but are toxic in larger quantities or poisonous without the correct preparation; caution should be used when gathering plants since many of them have poisonous look-a-likes.

Red Pine:

Medicine: A Chippewa decoction applied to cuts and wounds; uses sections cut from trunk of a young white pine. The gum could be chewed for sore throats. The heated resin is used to draw out splinters. Technology: The clustered needles of red ping were trimmed to shape and used by

Chippewa as little dolls. These little dolls were situated on one end of a stiff strip of bark or board. When the board was tapped or rocked, the little pine dolls would dance. Types of pine were also used to make dugout canoes. The trunk of a pine tree was hollowed out using a combination of burning and then chipping out the burned material.

Plantain:

Ceremony: A charm from the powdered roots was used to prevent snakebite. Food: Soak edible leaves in salt water and boil until tender: seeds can be ground into a flour. Medicine: A tea from the leaves relieved sore eyes.

Red Cedar:

Ceremony: A sacred wood, known as a medicine tree. Native Americans say the tree was bloodstained by a wicked magician. The wood is burned for ceremony, and the smoke is believed to drive away negative influence. Medicine: Twigs boiled together and sprinkled on hot stones (or brewed into tea) for rheumatism. Technology: Inner bark strips are peeled from the tree. Strips may be split into fine lacings and ties. Cedar strips were also used to weave storage bags and finely twined mats. Cedar strips also make a red dye. Cedar wood was split into planks for use in lining birch bark canoes. Chippewa used cedar bows for bedding material.

Skunk Cabbage:

Medicine: The powdered or dried root of the plant was used to soothe lung ailments, including asthmatic and bronchial spasms.

Slippery Elm:

Medicine: The bark is used in medicines for sore throats. The inner bark, when mixed with water, produces a gummy, slippery substance that can be used as a soothing ointment. Technology: Fibers

from the inner bark were used for lashing. The bark was used to make folded buckets and other containers and for bark shingles to cover wigwams. Chippewa cut flat dolls out of the bark for toys for their children. Elm bark was chewed and occasionally used by Chippewa to patch small holes in bark containers.

White Violet:

Food: Gather flowers (without stems) and young bright green leaves. Flowers may be eaten fresh or used in jams or syrups.

Water Lilies:

Food: The roots of the yellow pond lily were consumed. Medicine: The roots of the white pond lily were used in a Chippewa medicine for a sore mouth. Technology: The smoke from the rootstock is believed to repel crickets.

Wild Strawberry:

Food: Edible tiny berries. **Medicine:** A tea from the leaves may stimulate appetite.

Weeping Willow:

Ceremony: Used in smoking mixtures (Chippewa). The willow tree is associated with life and endurance. Medicine: Bark and leaves are rich in a chemical similar to that found in aspirin. Technology: Slender willow branches are good for certain types of basketry including cradle boards (Pomo) for babies and woven back rests and fish traps (Blackfoot). Willow twigs were fashioned into dolls by the Chippewa. The charred wood makes an excellent drawing charcoal

Wintergreen:

Food: The leaves were used as a potherbor eaten as a snack. **Medicine:** A tea from the leaves eased symptoms of rheumatism. Oil of wintergreen has aspirin-like properties.

Yarrow:

Medicine: Known as the "life medicine" to the Navaho; used as an astringent, salve, and pain killer for toothaches. For earaches, Native Americans poured into the ears an infusion made from the tops of yarrow. Technology: The flowers produce a light green dye.

Cattail:

Food: The roots may be ground into a flour. The sticky sap between the leaves is an excellent starch and can be used to thicken soups and broths. The white colored shoots at the base of the leaf clusters can be

Continued on page 5

Native American use of natural resources Continued from page 4

boiled or steamed or sliced and eaten raw in salads. **Technology:** The leaves and stalks were used extensively in making sewn exterior mats for wigwams. String could also be made from fibers at the base of leaves. By folding a few leaves from the cattail stalk. Chippewa made simple dolls and small toy ducks that are really float. The small ducks were usually made in groups of five to resemble a flock. The fluff from cattails was often used to insulate footwear in the winter, or to pad a baby's cradleboard.

Dogwood:

Ceremony: The leaves of some varieties of dogwood were used in smoking mixtures, including Red Osier dogwood and the c. rugosa type of dogwood. The root of C. alternifolia was also used in a charm that was applied to muskrat traps. Medicine: C. alternifolia was used to make an eye medicine by the Chippewa. The bark was simmered in water and used on aching muscles; a bark tea was used to promote sweating and break a fever. Technology: The inner bark of Red Osier dogwood was used in mixtures for red, black and yellow dyes. The hardness of the wood makes it good for carving durable items.

Goldenrod:

Medicine: Leaves and flowers are made into a tea for intestinal and urinary disorders. Technology: A deep yellow dye is produced from the flowers.

Sugar Maple:

Food: The sap collected in the spring was boiled and made into syrup and sugar. **Technology:** The hard wood was carved into many objects including paddles for stirring the boiling sap.

Milkweed:

Food: Young shoots, flowers, and pods are edible only if boiled in three four different batches of water to remove toxins. Medicine: An extract from the boiled roots is used to treat bowel and kidney disorders. The sap is applied to warts and to relieve poison ivy. Technology: Like the relative, Indian Hemp, the inner bark of milkweed can also be twisted into string or rope. The fluff of milkweed makes excellent tinder in fire starting.

American Beech:

Food: Edible nuts in late summer. **Medicine:** The bark is steeped in salt water for a poison ivy lotion.

Elderberry:

Medicine: Astringent; diuretic; promotes sweating; laxative; inner bark used in a pain killer. Crushed

Renewal of Native American plains spirit with horses

Not only was the Native American disposed of their land, but also their horses. Their horses were mustangs and were an integral part of the spirit of the Native American western plains. These beautiful, hardy horses were an important part of the pride and spirit of the Native Americans of the plains.

Old paintings showed 19th century Indians on horses that were smaller and leaner than the bid muscled saddle horses that are now popular. Where did the small horses that are pictured in these old paintings come from? Although North America is where horses first evolved, they vanished from this continent 10,000 years ago and did not return until 1519 when Hernando Cortes landed in Mexico. By 1600, Spanish settlers had reintroduced horses to the American Indians, and the horses spread. The Native Americans became expertriders and used their horses to hunt buffalo with great success. These horses were called mustangs.

Today's "Spanish Mustangs" are direct descendants of the American Indian ponies that once upon a time ran rings around the American calvary. As the Western plains were taken from the Native Americans, their Mustang horses were also slaughtered in war and neglected in peace. As American Indians moved onto reservations, the mustangs were abandoned. Bigger horses were better suited to the plodding work of farm life. The wild mustang's ranges were fenced off, their bloodlines diluted. Herds of mustangs were sometimes shot by ranchers, and later, the horses were often used as pet food.

Since 1971, the West's 40,000 or so remaining wild mustangs have been protected by the Government. Some are captured and adopted. Most show scant resemblance to the Spanish Mustangs of 100 years ago. Fortunately, the mustangs decline was noticed and careful breeding has returned some 2000 "Spanish Mustangs" to America.

They have been reintroduced on the Blackfeet reservation. A father and daughter and their friend have returned the Spanish Mustangs to American Indian country by bringing some home to the Blackfeet reservation near Glacier National Park in Montana. Darell and Tina Norman hear the whispers of the spirit of the past in their Spanish Mustangs. The Blackfeet

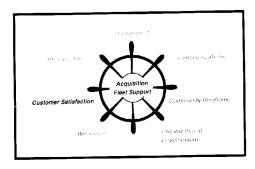
leaves act as an insect repellant. **Technology:** Elderberries make a purple to lavender dye. The branches of the tree have hollow stems with easily removed pith which were used for flutes or whistles.

Bedstraw:

Food: Seeds can be roasted as caffeine-free coffee substitute. **Medicine:** A tea from the plant helps urinary tract disorders. **Technology:** A variety of bedstraw was used to perfume stored belongings.

Crane Division Strategic Plan

Customer Satisfaction



By Commander Crowell, Microwave Systems Deputy

The sprawling technological campus that is the Crane Division of the Naval Surface Warfare Center, stands as a testament to just how far we have traveled since our humble beginnings as a Naval Ammunition Depot during the dark days of World War II. The Crane of today may be regarded as a competitive global enterprise offering a wide range of products and services to diverse customers scattered throughout the world. Our ability to successfully compete in the global arena, so far, has hinged on our being able to offer the best product or service for a fair price AND the quality and work ethic of our people. Our continued success however, depends on what we do in the future. As the needs of our customers change, so too must we. Where improvements in products, technologies and services are required, we must be able to quickly provide them for a fair price. A feat such as this cannot be accomplished without accurately knowing the mind of the customer. To this end, we decided to set about learning the minds of our customers by establishing improved customer satisfaction as a strategic business goal.

Some 'textbook' analyses of business may claim that informa-

tion is the lifeblood of a business, while others establish that talent, money or a useful product or service is the key to a successful enterprise. These statements are true, but ultimately they become useless if the business cannot attract and KEEP customers. To begin our process of learning the minds of customers, the line directorates developed an ambitious plan of action to: Conduct a business opportunity analysis with respect to Crane's critical capabilities/product areas.

The defense business is undergoing unprecedented change. The workload base from our long-time customers is decreasing while opportunities for partnerships with new customers are slowly emerging. We cannot successfully take advantage of these opportunities without first being able to articulate to potential new customers just what it is we think we have to offer. This critical analysis is an ongoing function from which we expect to see our first yield in early 1998.

Evaluate level of customer satisfaction

Evaluating the level of customer satisfaction is somewhat akin to a doctor attempting to diagnose a patient with a less than obvious malady. You won't make the right diagnosis unless you ask the right questions and pick up on the right clues. Our customers run the gamut from Program Executive Officers to section managers with everything in between. Each member of this diverse group has his or her own set of idiosyncrasies peculiar to the position he or she occupies. To take this into account, we decided to develop two different types of survey instruments; a one-on one instrument designed to be administered by our personnel while visit-

ing customers, and a mail-in survey, designed to be a more general survey to be administered at least annually. Designing these two instruments has proven to be an extremely difficult task simply because we must be able to ask the right question in such a manner that we will be able to understand what the answer means

Develop internal metrics for trends in customer satisfaction

The customer survey instruments will offer meaningful data regarding how happy the customer is with respect to the work we do but, possibly time late. If we could somehow look inward and evaluate ourselves internally in a few areas, we might be able to detect and correct conditions which could damage our customer relationships if left unattended. Believe it or not, this is an easy task if we approach it from the viewpoint of the customer. What makes for good performance from a vendor? To many of us, good performance means you get the product or service according to your desires (specifications), when you want it (on time), for a fair price (at or under budget). These are things for which we have known how to measure but never analyzed for effect. We intend to be able to establish numerical thresholds (goals) for these metrics by late January

The whole point of this undertaking is to be able to anticipate and respond to our customers' needs, deliver the right product or service on time at a fair price while making the customers' Crane experience pleasant ones they'll want to relate to others.

CPR Instructors teach the "Breath of Life"

The Safety Office is just completing another season of CPR training. Linda Christenberry coordinated the classes, making sure each class was full. Certified CPR Instructors Diane Weber and Hope Baker began teaching the classes in April, and by the end of September, there were about 265 employees, including Navy and Army, who were certified to perform CPR. This included all the mandatory required Navy/Army employees, and the Fire Department.

Three advanced EMT's from Jasper Memorial Hospital, Susan Schnaus, Devon Bancroft, and Jeanie DeWitt, volunteered their personal time to take the Fire Department through the Professional Rescuer Course. This consists of one-main CPR, adult CPR, child CPR, two-man switch, ambubag, the pocket mask, and the Heimlich Maneuver. The Professional Rescuer Course involves twice as much information as the regular CPR course.

The Fire Department talked to many of the regular CPR classes. On short notice, they showed and explained the defibrillator, oxygen, the suction machine, the ambubag, and other emergency equipment professionals use. When calling for help in an emergency, our EMT's on Center shared with the classes, DON'T hang up! Someone should be standing outside waiting for the emergency crew to lead them directly to the victim. Don't stop administering CPR or other lifesaving efforts just because the EMT's are there. Let them tell you when they are ready to take over.



It is important to respond quickly to emergencies. CPR has only about a three percent saving rate because there is only a very small window of four to six minutes before brain damage begins. The Heimlich Maneuver (or abdominal thrust), also taught in these classes, has about a 97 - 98 percent saving rate.

If you have any questions about the CPR training, please call Diane Weber at ext. 3370 or Hope

Bakeratext, 3306.

Currently, since Crane doesn't have the capability to train the entire workforce in CPR, supervisors decide who will take the Center CPR training. Those who were not selected are encouraged to learn CPR through local community training programs. By knowing these lifesaving techniques, someday you may save the life of a co-worker, friend, or family member.

Lisa Divine and Ken Spradlin receive Certificates of Appreciation



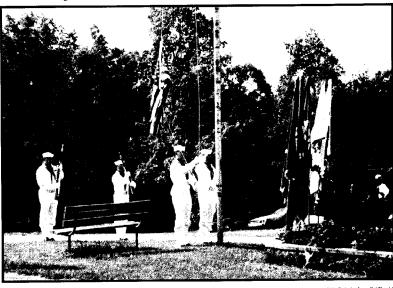
Lisa Divine and Ken Spradlin were awarded certificates of Appreciation and ball caps from the USS BOONE. Lisa and Ken enabled the USS BOONE to fire 76mm on schedule and meet its mission requirements.

(L to r) Former Crane Division Commander, Captain Carney; Lisa Divine, Code 1123; Ken Spradlin, Code 115, and Captain Smith, Supply Directorate Director.

Lawrence County Veterans' Celebration

On Saturday, September 6, several Crane Division civilian and military personnel volunteered their personal time to support the Lawrence County Veterans' Celebration.

Crane participants included representatives from Night Vision: Marilyn Barlow, Janet Lynch, Dennis Trowbridge, and Larry Boyd; Natural Resources: Dave Poynter; Ordnance Engineering: Hank Webster; the Crane Color Guard: MS3 Terry Brown, HM1 Gregory Tedrick, STG1 John O'Dell, and HMC(Sel) Michael Bish; and Command: Captain Shotts.



 $\label{lem:convergence} Crane\ Color\ Guard\ volunteers\ included\ (l\ to\ r)\ MS3\ Terry\ Brown,\ HM1\ Gregory\ Tedrick,\ STG1\ John\ O'Dell,\ and\ HMC(Sel)\ Michael\ Bish.$



Captain Shotts, Crane Division, Naval Surface Warfare Center Commander (center), was a speaker during the Veterans' Celebration program.



Night Vision volunteers included (Ltor) Marilyn Barlow, Janet Lynch, Dennis Trowbridge, and Larry Boyd.

CAAA

COL JOHN SOWA Commander

LCDR B. E. WEBB Executive Officer



NEWS

Crane Army Ammunition Activity
Crane, Indiana 47522-5099

Prisoner of War/Missing in Action Recognition Ceremony conducted at Crane

A beautiful fall morning and approximately 500 people greeted nine former Prisoners of War (POW) and the widow of a former POW at the site of the POW/MIA tree and monument at 10:00 a.m. on Thursday, September 25, 1997 for the Annual Prisoner of War/Missing in Action (MIA) Recognition Ceremony.

The event hosted jointly by the Crane Army Ammunition Activity and the Crane Division, Naval Surface Warfare Center paid homage to the special puests

Patriotic music provided by Bloomfield High School Choral Group "Center Stage" (directed by Ms. Sheila Jerrels) was enjoyed by all in attendance. The special guests, who were all veterans from World War II, were especially touched by these extraordinarily

talented young people who gave their time and talent to honor them.

Chaplain James A. Wetzel from Linton, Indiana provided the appropriate invocation and benediction for the ceremony.

Applause resounded as each former POW was recognized by the Executive Officer of the Crane Army Ammunition Activity and Master of Ceremonies, LCDR Billy E. Webb.

Captain William Shotts, Commander of the Crane Division, Naval Surface Warfare Center spoke of how America continues to remember her POW's/MIA's recounting that the POW/MIA Flag is the only ensign other than the Star Spangled Banner to fly over the white house.

Colonel John Sowa from the Crane Army Ammunition Activity addressed the crowd remarking on the extraordinary sacrifices made by former POW's to ensure freedom's beacon remains bright...

This year's speaker, Mr. J. Ray Clark, who traveled from Salem, Indiana, gave a poignant ac-Continued on page 10



Pictured at the POW/MIA Recognition Ceremony from left to right are: Captain William E. Shotts, Mr. Robert Kigin from Linton, Mr. Don Ellis from Spencer, Mr. Harold Bennett from Bedford, Mr. Claude Stuckey from Odon; Mr. Ralph Knox from Jasper, Mrs. Norman O. Fitzgerald from Washington, Mr. Charles Rice from Spencer, Mr. Floyd Toney from Paoli, Mr. Francis Sanders from Odon, Colonel John Sowa, Mr. Edwin Kluemper from Washington and guest speaker Mr. J. Ray Clark.

POW/MIA Ceremony

Continued from page 9

count of a battle he was in while serving as a young soldier in Germany. Within two months of this specific battle, nine of the eleven men in his squad were either killed, wounded or captured. His address reminded each of us that our freedoms to vote, assemble and speak (including that of the press) were paid for with the lives of many Americans. Mr. Clark also gave of his time to sign his book "Journey to Hell, the Fiery Furnaces of Buchenwald" for those bringing it to the ceremony.

Honor, Color and Joint Service Guards were at attention as a new POW/MIA flag was hoisted.

With taps playing in the background, a 21 gun salute was offered in honor of the former POW's and in remembrance of those who may still be missing in action.

Former POW's in attendance at the ceremony included: Mr. Harold Bennett from Bedford; Mr. Bob Kigin from Linton; Mr. Edwin Kluemper and Mrs. Norman O. Fitzgerald (widow of former POW) from Washington; Mr. Ralph Knox from Jasper; Mr. Floyd Toney from Paoli; Mr. Francis Sanders and Mr. Claude Stuckey from Odon; and Mr. Charles Rice and Mr. Don Ellis from Spencer.

A reception and luncheon in honor of the special guests, their families and the guest speaker were held following the ceremony.

Donations from the local Federal Managers Association, Federally Employed Women and the American Society of Naval Engineers helped defray costs for the reception and meals for the special guests and choir members.

Center Stage thanks those organizations and individuals who paid for their lunches.



Crane Division, Naval Surface Warfare Center Color guard included: HM1(FMF) Gregory A. Tedrick, HM3 Gerald C. Darley, STG1(SW) John C. O'Dell and MS3 Terry J. Brown.



A new POW/MIA flag was raised by GM3 Marc Benkowitz of the United States Coast Guard.



Guest speaker, Mr. J. Ray Clark, gave a thought provoking and emotional address.



Colonel John Sowa, Commander, Crane ArmyAmmunition Activity, addressed the crowd and introduced the guest speaker.



Captain William F. Shotts, Commander, Crane Division, Naval Surface Warfare Center addressed the crowd.



Vietnam veterans, Mr. Arnold Marion and Mr. Ed Kirby, put a new ribbon on the POW/MIA tree during ceremony.



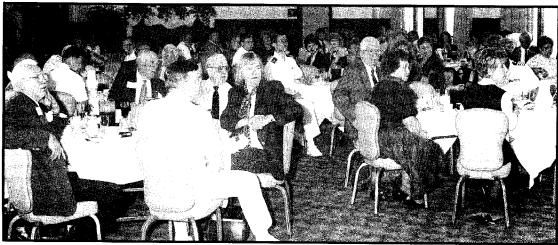
"Center Stage" Choir from Bloomfield High School has participated in the last three POW/MIA Recognition Ceremonies.



Vietnam veterans, Mr. Mike Barnes and Mr. Phil Miller, performed the wreath laying ceremony.



Special guests and their families at the ceremony.



A well attended luncheon at Club Lakeview was held in honor of the special guests.

Commander's Corner

Interview with Colonel John Sowa

By Carol Perkins

Question: Colonel Sowa, on a personal note, I know that you, your wife, Gale, and daughter. Katy. (a senior at Bloomfield High School) are living on base while your older daughter Samantha is in her freshman year at IU, and living at Bloomington. Have you and your family adjusted to life in rural Indiana and was there much transition involved?

Answer: Yes, my family and I have adjusted very well to life in this area. We were all looking forward to coming here, and I was excited to again command an organization. We had heard of the fantastic countryside, the hospitality of the community, and Sam (older daughter) looked forward to starting college. We had an advance trip here in January 1997, and although we were "snowed in," the trip confirmed what we had heard good location, quality workforce, friendly neighbors. Our biggest concern was relocating our younger daughter, Katy, to another high school for her senior year. Bloomfield is the third high school she has attended. But, she has adjusted quickly. She is involved in track at Bloomfield and is really enjoying the school and her new friends. Before coming to Crane, we lived in Carlisle, Pennsylvania which is basically a rural community much like this area, so the transition was not a difficult one. We're doing fine, just haven't found a lot of Dallas Cowboy fans here.

Question: In reading your biography, I noted that you were Commander of Louisiana and Longhorn Ammunition Plants. Does commanding an Activity such as CAAA present any different or specific challenges from your previous command experience?

Answer: There were some similarities. Both commands manufactured and demilitarized ammunition. However LAAP/LHAAP were government owned/contractor operated facilities; so the interface was more of a contractual nature. The financial bottom line really counted. Hearned a good deal with the exposure to Thiokol's (operating contractor) business practices, and I believe that command was an extremely valuable experience. I again was fortunate to work with quality professionals. I'd say the two major differences in the commands were operating with a civilian contractor and not being the installation commander.

Question: I think that almost everyone at CAAA has heard that we need to cut 30% of our costs. Have any definitive measures been taken to make this happen? Is there a chance that CAAA could receive any relief from this requirement.

Answer: IOC's strategic plan is to have a 30% reduction by 2001, so the changes between now and then can be incremental. We have looked at some specific areas which include: Efficiencies with ISA, Travel, Overtime, Quality (reducing scrap rates), etc.

Additionally, we can contribute to that 30% savings by bringing in third party of unprogrammed workload such as Navy work into our machine shops, GES type contracts, etc. All of these actions lower our overhead, make us more competitive and, in turn, address the reduction target. We've started early on these reduction efforts, and have a coordinated plan to achieve savings spread through the target years.

Question: An issue that is always in the forefront with those of us working at CAAA concerns the workload. Does it appear stable for the short range/long range?

Answer: The projected workload for the next year is stable, and approximately the same as last year's workload. We have briefed our planned workload twice in the past two months, once at IOC and once at AMC. At both occasions we were given approval of our plan. We are being very proactive in seeking additional work and developing ties to customers. In the longer range, IOC will be influenced by a directed 30% unit cost reduction by FY 2001. It will be a challenge, but it's one we can meet. For CAAA, it means we have to stick to our Strategic Plan and aggressively pursue workload opportunities. Additionally, we've got to become more efficient. We, as a team, need to stress savings and implement needed changes to make us more competitive. Our bottom line shouldn't change. We still need to provide quality munitions to our fighting forces. The challenge will be to do it in a highly competitive environment...and we can.

Question: Since many of the items that have historically produced at CAAA (bombs, projectiles), are not ones we think of as being used in a future war, what is CAAA doing to prepare itself for production of newer modern weapons/systems?

Answer: I'm not convinced that future wars will be fought with only precision guided projectiles and "star war technologies." At the Army's War College this discus-

sion is often posed by the question, "Are we in an evolutionary or revolutionary period of military affairs?" I think it's evolutionary. I believe that for the foreseeable future (next quarter century), the munitions base will be similar to the munitions base that we have today. Yes, there will be systems retiring and some will be modified, but I don't see the global ammunition base dissolving. However, CAAA is searching for those modifications. We've been working closely with joint service R&D organizations, such as PM-Mortar and Code 40, to predict future needs and position ourselves to fill those emerging requirements.

Question: Do you think there will be any change in the manner in which CAAA uses term employees? That of switching them between intermittent/full time based upon workload requirements?

Answer: No. Term employees are extremely important to this Activity. They provide a critical pool of talent that allows us to execute our mission. We couldn't perform our mission without them. But, one of the key competitive edges CAAA has in this downsizing environment is our ability to take on short-term work and size our workforce to meet changing needs. CAAA competes for jobs; there are no guarantees of work. Having the flexibility to change the work schedule of the temporary workforce provides an additional edge to this Activity. I see two other factors associated with converting temps to permanent status. First it's a competitive selection. The priority placement system comes into effect, so no local jobs are guaranteed. Additionally, it increases the potential for a RIF scenario if our workload fluctuates during the year (and it does based on government furnished material (GFM)/component testing/customer cancellations). Bottom line that there is no plan to make those conversions.

Question: Have you been here long enough to determine if the current organization is the one you

Continued on page 13

Commander's Corner

Continued from page 12

can work with for the remainder of your tour, or do you envision a reorganization in the near future?

Answer: I have stated previously that I did not intend to make any major changes in the first 90 days. Having reached that point, I am looking at some changes. I intend to make a command group modification by reestablishing the Civilian Executive Assistant position. I believe that this position will put CAAA in a more competitive posture within the Industrial Base. I think that filling this position will allow for better strategic planning, interface with our customers and host, and marketing of our capabilities. I think it is wise to review our organization, not for the sake of change alone, but to see if we can improve efficiencies.

Question: As a follow on to that, in the past there have been several times when directors have been rotated. Is that something that you've given any thought to.

Answer: I have no plans to rotate directors.

Question: Based upon your current knowledge, do you expect an early out (VERA/VSIP) during your tenure at CAAA?

Answer: Can't address the whole period, but for the next year, I do not expect any early outs. As stated before, the workload is the same as last year, so an early out is not warranted. If one is dictated by higher headquarters, it would be based on workload and ours is stable.

Question: CAAA's permanent workforce is certainly aging. Are any steps being taken to ensure that the younger workforce benefits from the experience these senior individuals possess before they retire?

Answer: There is a transition program in place, but this is something we need to do more of. Our senior workers possess many skills, and we need to capitalize on these skills. I'm sure that within each workplace, there is a mentoring program in place with the more senior workers helping the junior workers; it just hasn't been formalized to the degree that it should be formalized. I'll take this on as a tasker..appreciate the lead.

Question: For the past two years, CAAA has worked "summer hours" by moving the time work starts for non-flextime workers up 30 minutes and allowing flextime workers to come to work up to 30 minutes earlier. Do you have plans to continue this policy or modify it in any way?

Answer: We'll follow the historical plan.

Question: Those of us working in Building 13 know that an Activity Based Costing (ABC) team has been assembled for quite some time. Most other workers just know that there is a team composed of CAAA employees and contractor employees. Many employees feel this team is being used to facilitate the future contracting out of CAAA. Could you provide a little insight as to what this team will accomplish for CAAA?

Answer: The team is providing an accounting

tool to allow managers to make better decisions. It will pay us dividends by assisting managers in identifying cost drivers in their areas of concern. ABC is just one more piece of equipment in our tool kit that will help identify and increase efficiencies. For example, we can review Inter-service Support Agreement issues for the Navy's support right down to the individual vehicle level. Using the information provided by ABC will tell us exact bumper number, unit cost, usage, cost per mile, etc. This will then allow managers to determine appropriate needs and budget for them. The ABC system adds detail for decisions. It should not be feared; it's an asset.

Question: What is the future of the HEARTS Program at CAAA? If it is continued will it be considered mandatory or voluntary?

Answer: I have not made a decision. We have had two teams go through HEARTS. They will compare their comments on the HEARTS course, and I will use their input to make a decision. I will also consider the cost of the program before making a decision. Coincidentally, ABC will be used as an aid in formulating that decision.

Question: Will the CAAA Hot Line continue? Will you publish the questions and answers in the e-mail public folders as the previous commander did?

Answer: I DO answer all hot line calls. I will continue this program because I think it is an essential avenue in the event an individual feels he/she cannot use his chain of command to get a response. I strongly want our employees to give managers the chance to solve problems at their level. Managers are paid to do it and it's good for the organization. However, the hotline does provide an additional method to address problems. I do not plan to put all hot line calls in the public folder. If a series of calls are received concerning the same subject, l'Il address the issue in a different forum, but I feel the hotline is personal communication and should not be aired on an open net.

Question: I know that often

we, as workers, feel that what we do every day has no impact upon the future of CAAA. Is our destiny totally controlled by someone else or is there something that you feel the average worker can do to make a difference?

Answer: The CG put it in pretty neat perspective. He says, "There are two ways of looking at our situation concerning the 30% reduction. We can wring our hands and worry, or use the opportunity to compete, become more efficient and get to work." To me his logic makes sense. CAAA has the opportunity to take the lead as a GOGO Activity. We have talented people and a good reputation. We need to meet our customers' (the fighting forces of the United States) needs. So let's be optimistic. Instead of worrying about the future, let's take it on. By executing our Strategic Plan, and capitalizing on our talented workforce, CAAA will position itself for success. Let's "roll up our sleeves and get on with it."

Question: Where do you see this Command in two years?

Answer: Looking in the crystal ball, I see CAAA with about 600 employees, a mix of permanent and temporary. I see us heavily engaged in demilitarization and renovation work with maybe a slight decrease in production. We are currently bringing in equipment for the demil of 30mm and major renovation/tagging of C4. CAAA will also be working closely with PM-Mortar to produce 60/81/120mm illuminating rounds. We are taking steps to bring in additional storage work from the Navy Coastals. However, these are targets on the close horizon. We need to look beyond two years; the target should be five-seven years out. We need to look to demilitarization and renovation for future workload. We need to work with R&D labs to provide us with expertise we require. We also need to be working with Industry such as Alliant Technology, Bofors, GES, etc. for third party work. We need to stay closely linked to the Program

Continued on page 14

Successful Environmental Inspection

On 8-12 September, Crane Division, Naval Surface Warfare Center and Crane Army Ammunition Activity received a surprise inspection from the Environmental Protection Agency (EPA) and the Indiana Department of Environmental Management (IDEM). This inspection was conducted under the auspices of the Resource Conservation and Recovery Act (RCRA) regulations and the conditions listed in our RCRA Part B Permit.

The inspection consisted of visits to the Ammunition Burning Grounds, the Demolition Range, the Explosives-contaminated Water Treatment Plants, and many of the Hazardous Waste Accumulation sites. The inspectors had only a few minor findings during the inspection.

The results from this inspection are a good indicator of the improvements in Crane's hazardous waste management practices. Everyone effectively plays a vital part in the management of hazardous waste, and we all deserve a "Job Well Done". A special thanks goes out to those people who are most directly responsible for the management of hazardous waste at the generation points in the field. Also, we owe a debt of gratitude to Code 095, the Environmental Protection Department, whose efforts in hazardous waste management and policy have been instrumental in improving Crane's hazardous waste program.

The EPA and IDEM will continue to inspect our program for compliance with applicable hazardous waste rules and regulations. We must continue to have successful inspections and improve our relations with our regulators. This will improve our competitive advantages and maintain our role as environmental stewards.

Once again, this is a significant accomplishment. Thanks to all for their efforts.

Total number of hours worked since last lost workday case as of 05 Nov 97: 148,500.

Number of hours worked required for initial employee safety award: 750,000.

Date of last lost workday case: 22 Sep 97.

CAAA Christmas Party at Club Lakeview

Thursday, December 18 Social begins at 1700. Music and food provided.

Personality Profile



By Glenda Wisniewski and Kanova Wines

Anna Craney, Supply Technician, Depot Operations Directorate, started working at Crane in 1977 in the production office of Building 2532. She comes from a family of Crane workers. Her mother, Betty, worked at Crane as a temporary in the 1970's at Production. Her father, Don. worked in Inventory and also at Building 224. He retired from Crane in May of 1976.

Anna sees Cranes biggest change being going to computers and being more in touch with Headquarters.

She likes working at Crane because of the people she works with but also, she likes the four 10-hour days.

The funniest thing Anna remembers over the past years is when she worked at building 104. A fellow employee was in one of the railcars and did not realize there was a car shift. She remembers him standing in the door of the railcar trying to get them to stop.

When Anna is not at work her favorite things are yard work, shopping, new cars and being with her nieces and nephews. She also likes to do latch hook and embroidery.

Commander's Corner

Continued from page 13

Managers who control future munitions development.

Question: Do you have any personal goals for CAAA?

Answer: I would like to see CAAA as the supplier of choice for the Army, Navy, Marine Corps and Air Force. I want us to be positioned to be the leader in munitions renovation and production within the IOC production base. I want

CAAA to be the standard for quality and safety. We need to be the model for successful partnering with fellow members in the industrial base, and our host, the Navy.

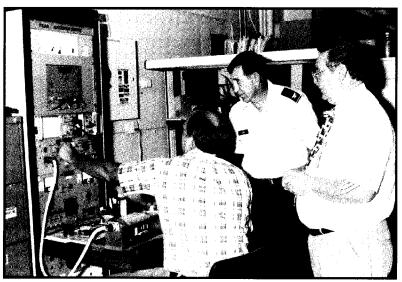
Also, I want employees to enjoy their work environment and continue to take pride in their work. Everyone needs to feel good about coming to work at CAAA. We produce quality products by skilled workers. We can all take pride in our support to the nation's defense

needs.

Question: Is there a message that you would like to convey to each CAAA employee?

Answer: I think our future is bright. This is indeed a unique time with the downsizing of the DoD workforce. We need to look at it as an opportunity, be aggressive, market ourselves. I want the workers to know that I am proud of them and the good work they do on a daily basis. America's Fighting Forces appreciate it. Thank you. I appreciate the opportunity for this interview.

Colonel Sowa tours Crane



On September 2, Colonel John Sowa, the Commander of Crane Army Ammunition Activity, toured several Crane Division buildings.

Crane Division hosts Chief Information Officers Forum



Crane Division hosted the Chief Information Officers (CIO) forum in September. Mr. Pete Brown, Deputy Commander Fleet Logistics/NAVSEA Chief Information Officer, one of about 20 attendees, and toured Crane Division.

Two Chambers of Commerce tour Crane Division



The Greater Bloomington Chamber of Commerce toured Crane on June 13. Tour areas included Material Analysis, Module Maintenance Facility, SLQ-32 Facility, Small Arms, and Night Vision. In the photo, Dale Padgett, Code 70, explains the work performed in the Module Maintenance Facility, Building 3241.



The Martin County Chamber of Commerce visited Crane Division for a briefing and tour on September 8. 1997. They enjoyed a tour of the Lithium Battery Facility at Building 3235 and the Electronic Maintenance and Smart Card operations at Building 3241. In the picture, John Inman is shown explaining the operations in Building 3235.

Crane celebrates the Navy Birthday



On Tuesday, October 14, a Navy Birthday Cake Cutting Ceremony was held at the Crane Cafe'. MS3 Terry Brown and Captain Shotts are shown cutting the birthday cake.

The "Silver Bullet" charges ahead



This past summer, many of you may have noticed a silver pickup truck with a Crane logo on it in some of your local parades. This truck, an Electric Vehicle (EV) named the "Silver Bullet," was assigned to the Power Systems Department in June of this year. As Crane's battery experts, this department is using the truck to evaluate improved batteries and chargers and as a test bed for several other improvements such as battery "state of charge" projects.

The "Silver Bullet" came to Crane as a part of a Defense Advanced Research Projects Agency (DARPA) project to investigate Electric and Hybrid Electric Vehicles for the Department of Defense. Several consortiums were developed to provide the assets for DARPA projects.

Crane Division is a member of the Electricore consortium which was awarded a project from DARPA which included the purchase of several Electric S-10 pickup trucks for evaluation. Six trucks were provided to the ARMY tank command and six trucks were provided to Crane. Of the 12 trucks, two were upgraded this summer with im proved batteries and a "fast" charger. The Tank Command and Crane each received one of these

upgraded trucks, Crane's upgraded truck being the "Silver Bullet."

Currently, EV's average 50 to 80 miles before recharging. Advanced batteries that are being developed should extend that range to 200 miles or more. Small cars can get 80 miles, but, pickups trucks have more wind resistance, so they typically get less milage. Crane has six pickups, and five of them get around 40-45 miles and take about seven to eight hours to charge. The "Silver Bullet" can go about 60 miles before recharging, and only takes two hours to charge.

Tom Belcher, an Electronics Technician and a primary operator of the "Silver Bullet," is a member of the Society of Automotive Engineers (SAE) Electric Vehicle Safety and Advanced Battery Committees, so the "Silver Bullet" is also being used to experiment with safety concerns of the SAE committees.

In addition to local parades, the "Silver Bullet" was used at the Crane Girl Scout Exporatorium and Bloomington Tech Connection '97, and is available to local schools for educational activities such as career days and science days. Interested schools should call Tim Callahan at 812-854-1394. Tom Belcher has an educational video tape and a paper handout provided by Electricore.

Why drive an Electric Vehicle?

- EV's are quiet.
- They emit no tail pipe pollution.
- EV's don't produce contaminants like motor oil and antifreeze, or disposable parts like belts, hoses, filters, and pumps.
- EV's cost less to operate than gasoline vehicles
- EV's reduce our dependence on foreign oil, improving national security and our balance of trade.
- Under the hood of an EV consists of an electric motor, one or more controllers, and batteries. There are very few moving parts, so maintenance is simple and inexpensive.

EV's: How your money goes farther

- EV's cost very little to operate and maintain.
- Electricity is less expensive than gasoline.
- Electric motors are much more efficient machines.
- Most routine maintenance is eliminated.

Electricity: More efficient than qasoline!

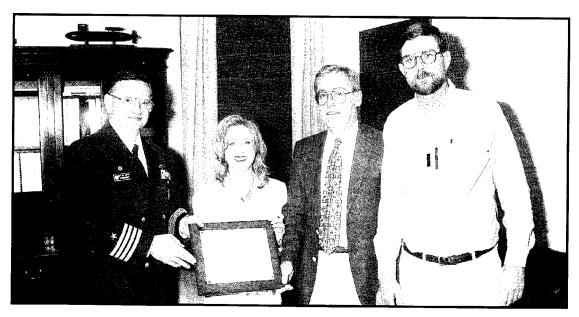
Vehicle efficiency is measured by how much of the original energy actually moves the wheels. An EV is about four times more efficient than a gasoline vehicle.

If you factor in the energy lost processing the original fuel—gasoline at a refinery or electricity at a power plant—EV's are still two times more efficient than gasoline vehicles.

Simply put, an electric motor is more efficient than an internal combustion engine. Plus, an internal combustion engine operates at its lowest efficiency in stop-and-go traffic because of idling losses. When an EV is stopped, it doesn't need to idle, and this reduces fuel consumption.

Regenerative braking also gives you bonus power. When your EV slows down, the motor continues to turn, but the power no longer flows to the wheels. Instead it's fed back to the batteries, giving them a small charge every time you stop or go downhill.

Crane receives National Seat Belt Award



Ms. Ginny Goeppner, representing the Governor's Office, presented a National Seat Belt Award for Crane to Captain Shotts on October 30. Also present to receive the award were Dale Groh, the Safety Officer, and Jim Hager, the Center's Traffic Safety Manager. (L.tor) Captain Shotts, Ginny Goeppner, Dale Groh, and Jim Hager.

Crane Division received an award sponsored by the Department of Transportation, National Highway Traffic Safety Administration in cooperation with the Indiana Governor's Office. The award, which is enrollment in the 80 percent or higher seat belt usage group, was achieved by Crane employees operating motor vehicles.

Crane actually achieved 89 percent belt usage as measured during two separate unannounced reviews spaced 30 days apart. Crane had achieved a 70 percent usage level and received a similar award in 1991.

More mail for the holidays

"Operation Dear Abby" is under way, providing a way for the public to send end cards, letters and parcels to "Any Service Member" overseas.

The mail cannot be addressed to a specific individual or unit, but is distributed on a "fair share basis" to all services and units overseas. The system is set up to make sure the regular military transportation and mail systems are not overburdened.

The campaign runs from November 15 until January 15. Mail is limited to first class and priority parcels. Each address begins with the line: America Remembers, Operation Dear Abby.

To complete the address use:

- Europe and Southwest Asia: APO AE 09135.
- Mediterranean Basin: FPO AE 09646.
- South America, Central America and the Caribbean: APO AA 34085.
- Far East: APO AP 96285.
- Pacific Basin: FPO AP 96385.

The Commodore

Crane Division NavalSurfaceWarfareCenter

CAPT W. E. SHOTTS, Commander

STEPHEN P. GOOTEE, Executive Director

The Commodore staff: JILL DAWSON, Editor

This newspaper is an authorized publication for members of the military services and civilian personnel of the commands and activities located at Crane Division, Naval Surface Warfare Center. The Commodore is printed commercially. Its contents do not necessarily reflect the official views of the U.S. Government, the Department of Defense or the U.S. Navy and do not imply endorsement thereof. The editorial content of this newspaper is prepared, edited and provided by the Public Affairs Offices of Crane Division, Naval Surface Warfare Center.

Address correspondence to: Code 052JD, Bldg, I, NAVSURFWARCEN-DIV, 300 HWY 361, CRANE, IN 47522-5001, DSN (AV) 482-5342, COMM 812-854-542, FAX 812-854-4165.

US GOVERNMENT PRINTING OFFICE 1998 650-278 80002

For Sales

Deadline for next issue:

December 10

The FOR SALES page is for the benefit of Crane Division employees and military to advertise items for sale or wanted. There is no charge for this service, however ads may be abbreviated.

Ads may include your home phone. Names or government telephones will not be used, therefore work telephone extensions cannot be listed (except for military personnel.)

Regulations state that private business concerns cannot be advertised; this includes items or property offered for rent. services (such as tax preparation) and advertising animals which are raised solely for sale, etc.

To be printed, ads must contain a telephone number to contact. Yard, garage and moving sales will not be used.

Ads will only be run once. If you want it to run again, it must be resubmitted in writing.

Ads must be submitted in writing to the Public Affairs Office. and must note your name, site, code, and work extension for the editor's reference.

ANIMALS

Beautiful White German Shepherd. female, 2 yrs old. Came to my farm last winter. We have two OEM dogs & can't give her all the love she needs. Great with our small children and bold with intruders. Very even tempered & loving. Asking \$25 to subsidize vet bills. Call 812-636-7486.

4 yr old polled **Hereford Bull,** good disposition, exc calves. Call 812-636-4209 after 8 pm.

FREE to good home: Lab, golden retriever/hound, 4 yrs old, female, spayed. all shots, gentle. We are moving and can't bring her. Call 812-825-3044.

COMBINATION

Moving Sale, top quality end tables w/matching coffee table, large floral painting, full sz boxspring, odds and ends, make reasonable offer. Call 812-335-0515.

Sears brown suede leather jacket, 36R, \$20; Tan suede leather jacket, medium, \$20; Boy's winter jackets, small to XL, \$8 each; Loogootee Lions youth jacket, sz 18-20, \$5; Light brown suit jacket w/2 pr dress pants, sz 8R, \$10, all in exc cond; 2 end tables, \$20 each; 2 nice 3-way table lamps, \$18 each; Dual action Air Express evercise bike, \$40; Super Nintendo games, \$10 each; Madden NFL 94, Spiderman X-Men Arcade's Revenge, Super Mario All-Stars, Stunt Race FX, Call 812-295-2950 after 6 pm.

1993 Model Zenith TV, drk cabinet, cable ready w/remote, purchased Dec 197, looks new, \$150; Apartment sz sofa, purchased Sept 193, good cond, \$200; Speed Queen washer & dryer, almond, looks new, \$400. Call 812-277-0754, ly msg if no ans.

Dining table & 4 chairs, 54" x 32", \$250; portable TV w/cart, \$50; entertainment center, \$50; large wood rocking chair w/cushions \$25. Call 812-863-9116.

Matching Broyhill end tables & coffee table, exc cond, quality furniture, cost \$800 new, asking \$225. Box spring for double sz bed, good cond, \$20. Floral painting, 5 ft x 4 ft, pastel colors, lighter frame, looks new, original \$160, asking \$60. 18" Fireplace Wood Grate, brand new, never used, \$25. Call 812-335-0515, Blingtn.

HOUSEHOLD

6 drawer wood desk, \$20. Call 812-279-6914, ly msg if no ans.

Black sofa & love seat w/southwesterndesigns (mauve/blue), sofa is a queen size hide-a-bed, love seat has a drawer under each cushion. 1 yr old, asking \$400. Call 812-863-2380.

Wood Stove w/blower, good cond, ideal for garage, \$50. Call 812-279-1041.

Dark pin BR Suite, triple dresser, chest, and Q sz bed (Head & footboard), \$175. Call 812-384-8924.

Bedroom Set, full sz bed w/quality mattress & boxsprings, chest, dresser w/mirror, \$220. Call 812-876-8358.

Lanc Recliner, exc cond, It blue, \$150 OBO & Love seat, exc cond, It blue. \$125 OBO. Call 812-295-2577 after 5 pm or ly msg.

Hot water heater, 40 gal, propane, high efficiency (side vent), 1 yr old, \$250. Call 812-825-3725.

Westinghouse Electric Range & Oven, only used 5-6 times, works great. \$150 OBO, must see to appreciate. Call 812-854-1274 after 6 pm. (Military ad) Bassett Dining rm suite w/lighted hutch, table has three leafs & six chairs. Call 812-659-2489 after 5 pm.

MISCELLANEOUS

Wanted to buy: Accessories, anything Fisher Price. Trucks, & other equipment, tractors, Thomas the Train set, super Nintendo games. Any garage equipment: air compressor, welder, pressure washer, floor jack, garage door openers, any tools, and or tool boxes. Phone 812-295-6392 after 6:00 p.m. leave a message.

MOTOR VEHICLES

1972 GMC Sierra 1/2 T, 350 cu eng. auto, factory AC, new tires & aluminum wheels, Tennessee trk, mint cond. straight body, \$5,000. Call 812-254-3423.

Ford BB Motor & Trans, 1-390 CI, tore down, complete from intake to oil pan, very rebuildable; 1979 F100, wreeked, has rebuilt 360 CI w/C6 trans, 360 CI has less than 4K mi on rebuild; also 1 add'l working C/6 trans, take it all for \$600. Call 812-829-1763, after 5.

1979 Pontiae Firebird 301, automatic, T-tops, needs some body work, runs exc, \$1,200 OBO. Call 812-636-8048.

1985 Olds Delta 88 Royale Brghm, 2 dr, exc cond, 90K hwy mi, blue, over \$1,000 in new parts. \$4,250 OBO; also, 1983 Olds Delta 88 4 dr, needs some repair, still driven daily. \$750 neg. Call 812-247-2029 after 5:30 pm or 812-247-3096 anytime.

1986 Pontiac 6000, 1 owner, very clean, low miles, 4 dr, lots of equip, runs A-1, \$2,200 OBO. Call Russ at 317-422-5217

1986 Chevy Cavalier, 4 dr. auto. 110K mi. good cond. runs great. \$1,200. Call 812-247-2266.

1989 Toyota Tercel, good cond, red. 150K mi. \$1,600 OBO. Call 812-336-2868 or 812-247-3232.

1990 Oldsmobile Cutlass Ciera, runs good & looks good inside & out. \$3,500. Call 812-636-4906.

1990 Ford Escort GT, 2 dr, red, fuel injected, 5 spd, AC, cruise, tilt, AM/FM cass, alloy wheels, one owner, \$1,900 OBO. Call 812-275-2564.

1992 Dodge Dakota LE, V6, PS, AC, AM/FM cass, 97K mi. dependable, runs great, many new parts, topper, asking \$5,700. Call 812-384-8468.

1993 Plymouth Grand Voyager SE, ext version. 7 pass w/4 captain seats. PW, PDL, CC, AM/FM cass, 3.3 V.6. 2nd owner, vehicle history, exc cond. may consider TRADE, \$8,200, OBO. Call 812-335-0515, Blmgtin.

1993 FORD P/U F-150 ext cab, loaded, \$11,700. Call 812-279-6914.

1993 Buick LeSabre, 64K mi, 4 dr, AT, PS, AC, PW, PS, one owner, retail price, \$10,700, asking, \$9,800. Call 812-279-6586, lv msg.

1994 Chevrolet Cavalier RS, 3.1 FI, 2 dr, AT, AC, AM/FM CD player, sunroof, spoiler, red w/dk grey int, exc cond, 64K mi. Call 812-847-4214 after 6 nm.

1995 Mitsubish Galant, I owner, nonsmoker, loaded, low miles, 4 dr. warranty remaining, exc cond, all paperwork. Credit Union will loan up to \$11,800, asking only \$9,900 OBO. Call 812-335-0515.

1996 Ford Windstar GL, 3/36 warranty, teal, 7 passenger, dual air & heat, PW, PDL, CC, RWD, AM/FM cass, Michelin tires, dealer serviced, 20K mi, \$17,400, neg. Call 812-865-2096.

REALESTATE

Two adjoining lots, Williston, FL. 20 miles from Ocala. \$7,900 for both lots. Call 812-279-3056.

1991 Fleetwood Auburn 16' x 80' Mobile Home, 3 BR, 2 BA, fireplace, CA, vinyl siding, shingled roof, exc cond, incls a 12' x 24' portable garage, call 812-636-7324, 8 am - 4 pm.

3 BR Home, FR, DR, LR, kit w/ fridge, stove/vent, 1 1/2 BA's, 1 1/2 garage, gas heat, CA, hardwood & carpeted floors, new water heater, new carpet in FR & BA, city utilities, option of North or South High Schools, \$79,900. Call 812-333-0951 after 6 pm.

14 x 70 Fleetwood Mobile Home on 3 acres in Burns City, huge jungle gymfor kids. all appliances, most furniture stays, remodeled master bath whome garden tub & vanity, 1/2 acre wooded, 2.5 acres of yard, front deck, back deck, heated work shop, storage shed, 50 & 25 ft TV towers. Call 812-854-7869.

SPORTING GOODS

Wide John Boat, 16 ft long, 20 hp Mariner, 3 swivel seats, trolling mtr. running lights, trl w/15" wheels, asking \$2,000. Call 812-825-8067.

Crane Division Awards

Length of Service		Roger L. Wildman	70	10 Years		Elizabeth A. Howard	70
Awards		Michael R. Miller	80	Susan A. Cox	00	Tong V. Nguyen	70
<u> </u>		Philip W. Duhne	80	Lorie J. Richardson	05	Tuan A. Nguyen	70
40 Years		Roxann B. Finney	80	Denise G. Bar	05	Thomas A. Talbert	70
George M. Butz	09	Brian E. Mathis	80	Nancy K. Scherschel	()5	Tommy L. Walker, Jr.	70
Eugene R. Richards	80	Larry W. Mcroberts	80	Tracy D. Williams	05	Kirk J. McDaniel	80
		Judith D. Simmons	80	Patrick D. Ash	09	Timothy L. Vance	80
35 Years				Constance L. Hawkins	09	L. Darlene Hobson	80
Joseph W. Skomp	40	20 Years		Jamie S. Neff	09		
Donald J. Peckinpaugh	40	Kevin M. Coats	05	Jayna M. Turpin	09		_
Norbert W. Smith	40	Michael K. Knoy	06	Jill A. Boruff	11	Sick Leave Award	S
Larry E. Snyder	40	Donna P. Ray	06	Dennis J. Crites	11		
Lawrence E. O'Haver	80	Sandra S. McCormick	06	Lori J. King	11		
***		Ronnie W. Wagler	09	Patricia L. Loveall	11	2500 Hours	
30 Years		Steven L. Watkins	09	Sally A. Markel	11	Norman E. Quinn	4(
Stephen P. Gootee	00	John D. Stoll II	09	Douglas M. Mcdaniel	11	Lloyd W. Rothrock	60
Samuel A. Cooper	06	Richard L. Grabbe	60	Robin E. Mowery	11		
Glenda F. Shipman	06	Wilmer D. Lundy	60	Sheryl A. Wikle	11	2000 Hours	
M. Lee Blansett	09	Charles J. Conlon	70	Sharon K. Zins	11	Carl W. Lohkamp	40
Richard D. Kellems	09	David J. Davis	70	James A. Raley	11	Kenneth G. Thompson	80
Walter M. Wilson	09	Noell A. Mosca	80	Julia C. Shipman	11	Stephen W. Hall	60
John R. Bough	11	Michael J. Rush	80	Chris J. Hahn	40	John J. Galvin	70
Harold D. Snead, Jr.	40			Yvonna D. Hawkins	40		
Gene C. O'Brian	40	15 Years		Carl R. Jarvis, Jr.	40	1500 Hours	
Gerald R. Sims	40	Craig M. Herndon	00	Tracy J. Murphy	40	Larry A. Ray	06
James L. Wadsworth	60	Larry G. Dennison	06	Christopher T. Pierce	40	Steven L. Sanders	09
Robert W. Buchheit	70	Jeffrey D. Duzan	06	Beverly A. Shaw	40	Daniel R. Crowley	4(
Gary L. Mitchell	70	Linda J. Hawkins	06	Brian D. Blackwell	60	Louis J. Patterson	7(
William R. Weaver	70	Lonnie E. South	09	Steve P. Milah	60	Robert R. Courtney	8(
		Charles M. White	09	Wanda J. Parker	60	Dennis M. Kidd	06
25 Years		Marcia K. Majors	1.1	Roger R. Smith	60	Steven L. Seitzinger	09
Betty J. Fields	00	Harry A. Farmer	40	Carie A. Clark	60	Judy L. Melton	11
Michael G. Mangin	06	Susan E. Jones	40	James A. Delpha	60	George J. Litherland, Jr.	4(
Larry D. Webb	06	Mary A. Wesner	40	Huy H. Ha	60	Raymond E. Nicholson	60
Michael R. Rose	09	Charles L. Neff	40	William J. Hollen	60	Bernard L. Burch	80
Hallie B. Smith	09	David K. Wildridge	40	Janice L. Hudson	60		
Wayne L. Goodman	09	Trent A. Anderson	60	Jeffery F. Krieg	60	1000 Hours	
Peggy A. Smith	11	Burke A. Geene	60	Paul N. Matson	60	Sharon S. Groff	05
Kenneth R. Bosell	40	Larry D. Bailey	70	Jonathan E. Mohney	60	Theresa Misinkavitch-Potts	8 (
Carol A. Todd	40	Ann W. Barnes	70	Terri L. Scott	60	Brad L. Thomas	80
Paul J. Vester, Jr.	40	Kelly K. Bly	70	James M. Seals	60	Glen A. Winger	80
Diana C. Scales	60	Jeffrey K. Solliday	70	Gregory W. Waggoner	60	Ricky N. Easter	60
James A. O'Brian	60	Jerry R. Dean	80	Christopher M. Clifton	70	Gary L. Coldiron	80
Lloyd W. Rothrock	60	Richard L. Lyon, Jr.	80	Dana F. Peacock	70	Robert O. Johnson	80
Paris G. Cannon	70	Brian W. Newman	80	Robert D. Peacock	70		
Gary M. Cox	70	Georgia A. Ackerman	80	Benjamin R. Chestnut	70		
Vickie A. Richardson	70	Mary L. Edwards	80	Alice A. Emily	70		

More Daughters Day letters

Hi! My name is Sarah Stowers, daughter of Tim Stowers, Code 7093. I am 13 years old and I am in the 8th grade at Mitchell Junior High School. I came to work with my dad not knowing what to expect. What I found was that the people he works with are very polite and kind. Hearned many new things I hadn't known before. My favorite part of the day was the Video Tele-Conference. I had never seen or even heard of one of those before. It was a neat experience and would come again to "Daughter's Day" if I had the chance.

Sarah Stowers, Age 13 Daughter of Tim Stowers

I thank you for this opportunity to write and tell you what I have learned. First let me begin to say that I am 13 years old and my name is Monique Elliott. I have come with a dear friend by the name of Dan Price who works in the engineering building. The people I have met are really nice and are willing to explain something or anything you don't understand. When I first came here this morning, I didn't even know what an engineer did, let alone what their occupation was. I was taken on a tour of the building and shown every single machine their was, while I also had the chance to learn what their use was. Such a machine as the Gas Chromatograph which allows a chemical mixture to be carried by a liquid or gas and to be also identified, if it is an unknown object. The best part I liked about my day was that I got an opportunity to have Justice Selby's autograph, which I have added to my collection with Senator Lugars. I hope I have another chance to visit Crane again because I liked it so much and everybody is really nice. I thank you once again for making this "Take Your Daughters to Work Day" available.

Sincerely, Monique Elliott, Age 13

My name is Tiffany Terrell, age 14, I came to work with my mom. Karen Terrell, Code 709, I got to use the computer using many different functions and programs. I enjoyed meeting the people my mom works with. Also learned that I didn't understand the lingo that people use in talking about their work. The best part of the day was when it was time to go home. I seen that my mom was a very busy person. People were calling all the time and so my questions asked by others.

Tiffany Terrell, Age 14

I'm replying about the Daughters Day letter. I think this is a excellent program and should remain at Crane. You and your co-workers obviously put a lot of hard work into this, and I thank you. This year I came with my Dad, Steve Rose and I enjoyed every minute of it. Please continue this program, I had a lot of fun. Crane looks like a wonderful place to work. I think the part I like best was the fact that I got to see what my Dad does all day and that I got to see some awesome Internet hookup deals.

Rachel Rose

I came to work with my Mom, Kelly Anderson. I liked being able to spend a day with my Mom and learning what she does everyday. I also liked learning about some of the things Crane does & makes. I liked the informal tour we took of Bldg. 3168 given by Mike Foster. I really enjoy "Take Your Daughter to Work Day." I think it is a great learning experience. However, I wish it wasn't limited to age 15. I believe the age limit should be set at the age of a high school senior. Some people have not chosen a career at age 15. I will be 15 in October, and have not yet picked a profession. Please consider this.

Thanks, Audrey Anderson, Age 14

My name is Nicole Hupp, and I came to work with my mother, Debbic Hupp. I am 14 years old and go to North Daviess

Jr. High School. I learned about buying different things for the government and how to use and track money. I also learned how to use e-mail. The building my Mom works in had goodie day for all the daughters. All of the people I met were very nice.

Nicole Hupp, Age 14

My name is Ashley Mulvey I am 14 years old. I am the daughter of Sandra G. Mulvey, she works in Bldg. 64. Today I learned what my mother does at work, and one day I would like to do what she does. Everyone at her work is very nice. My favorite part of the day was when I got to answer phones and write messages. Thanks for your time.

Ashley Mulvey, Age 14

My name is Stacy Christenberry. I came to work with my mother Linda Christenberry. I've come to mother/daughter day for the past 3 yrs. The luncheon was very good, and the speaker was excellent. What I enjoy most about coming to work with my mom is spending the day with her, and seeing what she does during the day.

Stacey Christenberry

My name is Megan Arvin and I came to work with my mom, Rhonda Arvin. She works in Bldg. 64 and Bldg. 2522. At Bldg. 2522. I learned how to file the documents my mom uses in her research for her inventory work. I also learned about her computer. I even got to send E-Mail messages. I also answered her phone for the entire day. I met a lot of people that my mom works with and they were all very nice. I really enjoyed working with my mom and I wish I could come to work with her every day. It would be very fun!

Megan Arvin

Hi, my name is Rachelle Kellams, I came to work with my mom and dad in Bldg. 12, the Dispensary. The best part of the day was when Chris Clidienst took me and four other girls to the club where the clown (Delfie Darling) was performing balloon arts. But the second thing that was fun for me is that my mom took me and some other girls to the VTC which is a teleconference. A teleconference is where you get linked with another country or state, and can actually talk to each other, and/or where you can send something like a picture, note, photograph, and/or a letter to anywhere you are talking with. Thank you for letting me participate

Rachelle Kellams Daughter of Mike & Teresa Kellams

Letters

Thank you to my Public Works family, friends and co-workers for the cards, flowers, phone calls, gifts, food, prayers and support during my recent surgery and recovery.

Thank you, Vonda Smith, Code 09

Thank you for all the prayers, cards. balloons and telephone calls during my recent surgery. A special thanks to those who donated their leave.

David L. West

Thanks to our many friends and co-workers for their prayers, cards, flowers and food during the recent death of Margaret Feagans. Your support and thoughtfulness was greatly appreciated.

Peggy Arvin, Bill and Janice Feagans

In Memoriam

Dorothy Jean "Dottie" Hood, 71, of Louisville, passed away on October 23. Sympathy is extended to her family.

Nick Hutcherson, 60. of Worthington, passed away on October 24. Sympathy is extended to his family.

Inez Mildred Perkins, 90. of Washington, passed away on October 27. Sympathy is extended to her family.

Leonard R. Slaven, 77, of Mitchell, passed away on October 31. Sympathy is extended to his family.

Ralph Isom, 83, of Bedford, passed away on November 2. Sympathy is extended to his family.

Vernon Cornett, 73, of Williams, passed away on November 6. Sympathy is extended to his family.

Irvin M. Wiggs, 69, of Louisville, passed away on November 6. Sympathy is extended to his family.